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# THE JOURNAL OF EDUCATIONAL SOCIOLOGY

## *Women in the Postwar World*

Dorothy I. Mulgrave, *Issue Editor*

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# THE JOURNAL OF EDUCATIONAL SOCIOLOGY

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## WOMEN IN THE POSTWAR WORLD: FOREWORD

Just as after the last war, a far greater number of women than ever before found that they could make a place for themselves in the business and professional world, so it seems that in this war there will be a great many women who have made places for themselves in new occupations, occupations very largely that have to do with machinery, and which in the past have been held almost exclusively by men.

It is more than probable that many of the women who are now doing extremely good jobs will nevertheless want to return to their homes at the end of the war. They are doing their jobs for patriotic reasons or because they cannot bear to sit with folded hands while their husbands and sons are in danger. In normal times they were fully occupied in their own homes and are willing and anxious to return to them.

Many women, however, will have found places in the business world, in the professions, in factories, and in the fields. The breadwinner in many a family may have been taken from them to some faraway battlefield, or they may really have found that this added interest in life is something they do not wish to give up.

There is little doubt but that a good proportion of the women now at work will want to continue working when the war is over. That being the case, I think one of the most important things for us to do is to face the fact that no economy of scarcity will re-employ

the men in the armed services and keep such women as wish to be at work, at work. I think there is only one way to open up vistas where full employment can be enjoyed throughout the world and that is the vision of world development and the opening up of wider markets for world goods through the increased well-being of the peoples who have in the past existed on a very primitive scale. It is necessary, I think, for men and women alike to study this problem of postwar employment, to convince themselves of what are the steps to be taken, and then to study methods of education by which these steps can actually be made a reality in the near future.

Women have more of a stake in these decisions than ever before, not only because of the interests which have come into their lives, but because it is probable that more women will be the breadwinners and have dependents to support and educate.

In these pages the whole problem of the postwar world will be discussed in detail, but it is well to remember that women's interests are not separated from those of the men. What is going to give women a greater responsibility in life will also give men a similar one, and therefore on these problems they must work together if really beneficial results are to be obtained.

ELEANOR ROOSEVELT



## EDITORIAL

One of the earliest defeatists in the history of women was Ismene, sister of the daring Antigone, who, undaunted, persisted in her plans for burying their brother Polyneices, despite the ban imposed by the king. Torn by her love for Antigone and her obedience to masculine rule, Ismene, realizing that her opposition was having no effect on Antigone, finally asked in bewilderment, "Were we not born women, not made to strive with men?"

This argument, which served only to strengthen Antigone's resolve, has had an amazing number of ramifications from the days of Sophocles to the present time. That woman's place, once so easily identified as the home, is no longer subject to such definite boundaries has been increasingly obvious for over a quarter of a century in this country. Two wars within that period have certainly accelerated her progress.

In postwar planning one of the most vital problems will be that of employment. Obviously, the place of women in the postwar world will be of great significance, if the employment problem is to be treated intelligently. Now that the latent potentialities of countless numbers of women have been revealed both to themselves and to the public, it would be unfortunate if this revelation were lost. The fields that have been opened to women because of the manpower shortage may continue to remain open to them for a variety of reasons, aside from their obvious ability, after the war. Primarily, of course, the war has made it impossible for enormous numbers of boys to complete more than a year or two of college; many will not even reach college until after the war. The present shortage of physicians and physicians-in-training is an illuminating indication of the trend. Many have had the most intensive training in their whole education in skills for which there will be little use in the postwar world. Such intensive training is a necessary concomitant of war, as is the fact that a great many able and trained men will be physically incapacitated for the work they did before the war. Hence women

must be trained for all the type of work and all the responsibilities accompanying postwar reconstruction.

This issue of *THE JOURNAL OF EDUCATIONAL SOCIOLOGY* has been sponsored by Rho Chapter of Pi Lambda Theta, a national organization for women in the field of education. For the planning and execution of the issue, the editor is indebted to Dr. Lou LaBrant, Dr. Lenore Vaughn-Eames, Mrs. Eugenia Intermann, and Miss Anna May Jones. The purpose of the issue was to bring together a series of articles written by outstanding women on the postwar possibilities in their respective fields.

The response to this idea was gratifying, in spite of the pressure of work to which each author was doubtless subjected. The richness and variety in these articles bears testimony to the wealth of experience and the clarity of viewpoint of each of the authors.

Unfortunately, the limitations of space have made it impossible to explore such subjects as engineering, agriculture, architecture, bacteriology, the arts, and other fields in which women have dared "to strive with men" and in which they have been successful.

DOROTHY I. MULGRAVE

## WOMEN'S SOCIAL POSITION

Margaret Mead

A simple approach to the problem of the position of women in the postwar world is to outline the relationship among various degrees of full, partial, or lack of employment in the postwar world, and demonstrate—as can be done—that only under full employment will married women be given choice. In a disturbed, partially mobilized economy with great numbers of men under arms, there will undoubtedly continue to be employment of women, partially motivated by shortage of labor and partly by the various other conditions which are forcing women into employment today: shortage of husbands, absence of husbands, insufficient allotments, etc. In a period of depression, there will be increasing pressure, wherever it is possible to exercise it, to give jobs to men in preference to married women, with repercussions on the employment of all women, married or unmarried. With full employment, stabilized in an integrated world economy, men would be able to give their wives a choice between contributing their labor to a household which had an ample monetary basis, or contributing the monetary results from their labor outside the home; that is, we could support an economy in which each household could afford a full-time homemaker. This is not the way it is usually phrased, but actually households can be divided into those in which the husband can support a wife who contributes nothing but instead consumes heavily plus paying for housekeeping services, those in which a wife contributes services for which otherwise some one else would have to be paid—cooking, laundry, cleaning, care of children, etc.—and those which cannot afford to support an adult who devotes full time to these domestic activities, in which in fact both husband's and wife's wages are needed to maintain a home that cannot support a full-time domestic worker even under their combined efforts. Full employment would presumably provide wages for the males of this lowest strata which

would make it unnecessary for their wives to work outside. Under such a system unmarried women would be assured of employment and there would be choice in the case of all married women. This would involve choice for husbands as well as for wives, in planning how their households were to be organized.

These conditions are, however, sufficiently obvious to need no further elaboration for this reading public. I shall instead devote this article to a consideration of some of the other problems concerning the position of women which will face us during the next century.

### **The Relationship Between Married and Unmarried Women**

After this war, and for the next twenty years at least, there will be a shortage of men; in many countries there is already a sex ratio in which women far exceed men in number. This means an increase in the number of employed women since it seems unlikely that the present trend away from male responsibility for able-bodied unmarried female relatives is likely to be arrested. It means increasing stylization of the role of the unmarried women, and it means an opportunity to make a positive stylization because women who do not marry in a generation when war takes a heavy toll are accorded more dignity than those who are believed to remain unmarried because men who might have married them do not want to. With present-day attitudes toward the relationships between men and women, both women *and* men who are believed to remain unmarried in spite of their own wishes are regarded as failures. The failure is more complete for the woman because marriage is regarded virtually as the most honorable full-time job she can have, but ridicule is probably as deep for the very few men whom no one will marry. The difference in valuation of the married state for the male sex is, however, expressed in the small number of involuntary bachelors.

During the next twenty years then there will be an opportunity to work out for the industrialized western countries, under relatively favorable conditions, new forms for unmarried women, where the

women themselves need not suffer from a sense of rejection, and where many new types of employment will have been opened to them during the war. There seem to be two major directions which this development might take, again heavily dependent upon the degree of full employment that can be steadily maintained. With full employment we may tend to arrange women in a continuum: unmarried women who work outside the home, married women who work outside the home, married women who work inside the home, etc. Possibly, with more married women working outside the home, there will be an increased demand for unmarried women to play domestic roles which may be phrased in a more dignified way than they have in the past, so that as more married women leave the home, more unmarried women—with a taste for domestic occupations—may enter it, as housekeepers, nurses, etc. Conceivably, also, the positions of secretary, teacher, nurse, and many assistantships which are now phrased as business employment might be reassessed for what they really are, the exercise of the sort of personal skills—in an office—which a wife exercises in a home. We might then develop a new dichotomy between women who wish to earn their living by the continuous exercise of personal skills, fitting their activities to the rhythm of other people's lives, adjusting the environment, either physically or psychologically, so that other people may do their lessons, lead a political party, run a hospital, or perform scientific experiments, and women who prefer to earn their living impersonally, at a machine, in a counting house, or in a studio, and who need at least part of the same personal service from others that is usually provided for men. If, however, we were to make this new dichotomy, or rather recognize the two ends of a continuum, it would become immediately apparent that there are probably a great many men who are fitted by temperament and training to do the personal relations jobs, and who would prefer to do them. This in turn might lead to types of marriage in which a woman who had no ability or taste for making life simpler and pleasanter for others was able to

marry, to his pride and hers, a man who had just these skills and delighted to exercise them. The false dichotomy which speaks of women who work in an office or a factory as "working" and women who work in the home as "doing nothing" or "not working" would vanish. However, a glance at the deep degree of conventionalization which surrounds the economic arrangements of marriage, and also other occupations in which personal relationships are explicit, doctor-nurse, for instance, suggests that the more we recognize the personal and service side of other relationships besides marriage, the more need there will be for stylization. This is most notably so in the case of the personal secretary whose relationship to her chief is often at least as satisfactory as his wife's, but which is robbed of some of the dignity it might have because it has not been stylized as rewarding, unless she "marries the boss."

An alternative to some such blurring and redefining of the lines between married and unmarried women will be an increasing sharpening of those lines, the development of a definite style of life for the unmarried woman, and perhaps a stylization of relationships between married and unmarried women so as to provide for more social relationships. At the present time, unmarried women who have solved many of their problems of life by setting up joint *ménages* with other women, usually one woman being willing to do the personal job of making a satisfactory environment for the other, still find relationships with men and with married women difficult. They do not fit into dinner parties. If they see men alone they become potential threats to the men's wives or the meetings become a disturbance in their own nonmarried adjustments. In a world where a great part of business and professional relationships is conducted socially, this lack of patterns for unmarried women is a blemish.

#### **Relationship Between Child Bearing and Child Rearing**

Although all human societies of any degree of complexity have separated—for the upper strata of the population—the act of child



bearing from the tasks of child rearing, including suckling, nevertheless in most thinking about the position of women the two are confused. Even with the great increase of artificial feeding and the rather slight chance of re-establishing breast feeding as a social practice, at least beyond three months, most discussions about the position of women do not discuss merely the period of gestation and recovery from delivery, but assume that a woman having once borne a child will give most of her time to rearing it, or staying at home while some one else rears it, for several years afterward. The most cursory examination of the difference between modern child rearing, with its total equipment designed to separate the child from the mother, complete with bottle, crib, baby carriage, high chair, walker, pen, and swing, and primitive conditions where a child was almost constantly held, or swung from the mother's body, demonstrates how far civilization has come from a condition where child rearing was almost a physical extension of child bearing. Although there is a trend at present to increase the mother and child tie, to promote breast feeding, permit rocking or cuddling, and actually approve the parent handling the child a little more than is absolutely necessary, it seems unlikely that there will be any return to genuinely "natural conditions," natural being defined as human mammalian behavior that is unimplemented by human invention. Breast feeding fitted well enough into an agrarian economy; it fits less well with the exigencies of shopping under rationing. The complexities of modern society are built upon such an elaborate nexus of appointments and interlocking events that the increase in simple mutual relationships like that of mother and breast-fed baby seems unlikely. There are psychologists who argue that the child has a "need" for whatever small pieces of "natural" maternal behavior they are suggesting recreating, such as breast feeding or being supported by the human arm while fed with a bottle, or being taken care of continually by one human being until they can talk, etc. But it is doubtful if a very good case can be made for such needs unless we are willing to go the



whole way and say that human beings have a need to be rescued from the whole of civilization, from processed food, clothing, artificially heated and cooled houses, artificial transportation beyond the areas within which they could "naturally" travel, and most of all from language which seriously complicates the problems of human adjustment. If we resist, as most people do, the relentless logic of this position, the answer is not: "Well, let's still be as natural as we can, and do with as little civilization as we can and still belong to the Country Club and hold a good job." The answer would rather seem to be that it is necessary to study ways in which we can make more inventions as new needs develop on the basis of present ones.

The fact is that we have been progressively separating the two functions of child bearing and child rearing with each year of civilization. The most crucial days of adjustment in a child's life—the first days after birth—it spends away from its mother, in a tiny artificial bed, in the company of ten other babies howling in a different rhythm, and cared for by a strange woman. If it is not breast fed, it is fed by a strange woman also. When children are ill we take them out of the home and put them in a hospital with nurses who know how to get along with them beautifully—as long as their parents are not there. We expect children to learn the rhythms of life from an interplay between their own bodies and the side of a pen.

The whole question of women's position will be clarified if we keep separate the two questions, whether she wishes only to bear a child and keep a moral responsibility for that child—which is what a man does only a woman has to give nine months of life to it—or whether she wishes to rear the child, and whether her husband can afford, on the basis of his single earnings, to underwrite her doing it. Women who wish to have children will still remain handicapped professionally, even if they do not wish to rear them, as no man who planned to drop two or three years out of his career while he was young would be regarded as competing on an equal basis with his associates who had no such interruption of their professional lives.

### The Question of Her Biological Function

A psychiatrist with a large feminine practice once made the assertion that he had never seen a case of a woman who was completely able to have a child, *i.e.*, was married, financially comfortable, without hereditary taint or physical defect, and who refused to have one who did not show psychological damage. We still have to solve the question of whether women's reproductive functions are so basic that no amount of social modification can develop a woman who voluntarily—against social sanctions—holds those functions in abeyance. Even if such a limitation were found to exist, we would still have no evidence that society could not assign women to infertility in such a way that no psychological damage was done. And if this can be done in any given case—because of hereditary taint, or lack of a suitable husband, or through dedication to religion—without damage to the women concerned, then there may be no limit beyond which social prescription may not go, while preserving the sanity of the women so reserved from child bearing. On the other hand, it may be that all women who are debarred from child bearing from any cause whatsoever are thereby handicapped so deeply that it will be the task of a more self-conscious civilization to try to compensate for and provide for that handicap. (It may be said parenthetically that this problem is closely and complexly linked with the question of whether lack of sex expression has effects which, while they may be guarded against and compensated for, cannot be prevented.)

But any serious planning for the position of women should include research on this problem and especially on the relationship between: (a) celibacy and adjustment; (b) an active sex life, but no children, and adjustment; (c) a scanty sex life accompanied by child bearing, special attention to time-sequence relationships between these two; and (d) relative handicap from being in a "social" position to bear children, but having no desire to bear them, and being anxious to have a child but socially unable to have one. From such investigations we might find out whether women's biological

productivity was an irreducible biological minimum need which culture could not effectively repattern, or whether the basic conflicts and maladjustments arise only when cultural dictates require one type of behavior and the individual woman, either through temperament, character, or historical individual accident, wishes to do something else. At present the evidence favors the latter conclusion, but the problem needs further research.

### **Stylization of Sex Membership**

To discuss "the position of women" at all is objectively unjustifiable. All of society is keyed to a relationship between the sexes and any change in the so-called position of one affects the other. However, some societies use nonmembership in the opposite sex as an important dynamic and thereby set up definite limits to change that will not be accompanied by maladjustment. In present-day America one of the most important pieces of data about a man is that he is not a woman, and about a woman that she is not a man. Millions of people resist impulses, turn down jobs, marry people they do not like, wear clothes they detest, cross their legs or do not cross them, every day, just to prove that they are not members of the opposite sex. One of the crucial questions will therefore be whether we continue to educate each sex to make a point of pride, or shame, in that it is not actually the other sex, or whether we can develop a picture of a two-sex world in which membership in one's own sex is regarded as a simple positive fact. It is not without significance that in the United States there has been more resistance on such points as women doctors serving in the Army than in European countries, where the "position of women" is theoretically lower. Unless the culture patterning which makes men define their masculinity in terms of doing something a woman cannot do is changed, intense opposition between women who want to pass the last outposts of occupational restriction and men who feel their masculinity threatened thereby may develop just as we seem closest to occupational and economic

equality between the sexes. Unless this problem is settled we may expect continuing difficulties when men work under women superiors, or women find themselves married to their intellectual inferiors, both sexes being unable to tolerate a balance which they believe in some way threatens their full membership in their own sex.

### Conflicts Between World Views of Individual Lives

As the world becomes more closely knit, the conflict between the many societies who think it is more important to be born than to live a long time and those who think the measure of an individual life is its duration will become more acute. The latter view is relatively rare, although because we share it with other Protestant-dominated countries and with Russia and with some primitive societies we tend to think of it as natural. But for most other cultures, for almost the entire Orient and some parts of Africa, it is held a good thing to be born, even though death follows a few days after. This emphasis on every human life, regardless of duration, inevitably devotes women through the child-bearing years of their lives to child bearing. It results in enormous discrepancies in population, and these discrepancies may lead to war. The women in countries where it is considered better to have two children who grow up strong and well than ten, only two of which survive, inevitably are given many opportunities for a social functioning which can be very much like men's. Yet, unless some compromise is worked out between these two positions, the few cultures which insist on duration as the criterion of life may well go down before the teeming strength of those who do not. An increased standard of living with its inevitable involuntary reduction in birth rate is a *sine qua non* of a world in which women are to be regarded not as something completely different from men with a completely different social function, but as something different from men in certain special respects only. In countries or classes with a very high birth rate and high infant death rate, where women speak of birth and death in the same breath ("I

was always having a baby or burying one"), women may have power within the home; they may be able to make or maim their menfolk, but they cannot conceivably function along lines almost parallel to those of men, as full inheritors of the cultural tradition.

Yet it is possible that if there is a decreasing emphasis upon the production of large quantities of children whose life span is not a matter of great concern to society, and an increasing emphasis upon producing a smaller number of very healthy, long-lived individuals, there will also result a larger number of women who are unmarried and condemned to infertility. Twenty-five years ago radical thinkers solved this problem by suggesting that every woman had a right to have a child and that society would in time validate that right. Today we know so much more about the formation of personality, and how necessary parents of both sexes are to the development of a well-rounded human being, that it is unlikely that such a policy would seriously be urged. The alternative, a development of some quite new social form in which possibly the stronger men could assume social fatherhood, although not biological fatherhood, for the children of more than one woman, would require a series of new inventions in human relations.

Finally, research needs to be done upon the question of drive and the relationship between drive and child bearing on the one hand, and drive in men and childless women on the other. It may be that what we call, without knowing much about it, "drive" is in some ways a socially developed function, complementary to child bearing.

### Conclusion

Thinking in this whole field will be facilitated by abandoning titles like the title to this article and recognizing that there is no such thing as the "position of women" but only relationships between men and women in society.

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*Margaret Mead* needs no introduction to readers of this JOURNAL. Among other responsibilities, she is Executive Secretary of the Committee on Food Habits of the National Research Council.

## THE ROLE OF THE NEGRO WOMAN

Anna Arnold Hedgeman

In order to understand what Negro women conceive as their role in the postwar world, one must first of all comprehend the continuous participation in the struggle for freedom which has been the lot of Negro women in America.

Interestingly enough, Horace Mann Bond, President of the Fort Valley State College, Fort Valley, Georgia, in writing on the Negro in the armed forces of the United States prior to World War I, mentions a Negro woman—Deborah Gannett—who served as an enlisted member of the revolutionary forces. She was cited for having “exhibited an extraordinary instance of female heroism, discharging the duties of a faithful, gallant soldier and at the same time, preserving the chastity of her sex unblemished. . . and was discharged from the service with a fair and honorable discharge.” Mr. Bond comments, “Deborah Gannett, therefore, may be said to have preceded the members of the WAC in a variety of virtues by 159 years.” This, of course, is just an incident but it is a symbol of the way in which the Negro woman has been a part of the warp and woof of America’s struggles. Negro men have participated in all of the wars in which America has been involved. Negro women have, of course, participated in all of the activities which have been women’s portion of the war load. They have helped feed the armies, they have been concerned over family separations necessitated by war, they have nursed the wounded, they have planted crops and harvested them, and they have generally boosted the morale of the fighting forces without regard to race, color, or creed.

Negro women have been intimately a part of the struggle of the Negro people for freedom. One of the symbolic figures, whose life story is packed with drama, was the great Harriet Tubman. She was a leader in the underground movement, better known as the underground railroad. Harriet Tubman organized white and Negro



support in the task of helping slaves reach free soil. She is quoted as having said that she never lost a passenger in her underground railroad service. Harriet Tubman is the symbol, too, of all the Negro women who have prayed for freedom, crying out in the midst of deep personal agony "Ethiopia must yet stretch forth her hand."

The story of slave rebellions has never been adequately reported in our American history, and therefore few Americans realize that there were many slave revolts throughout the South and, for that matter, the North during our early days. In other words, the picture of the Negro working in cotton fields, singing under magnolias with watermelons and banjos for accompaniment, has built a story-book picture of the Negro as happy and content. It has been difficult, therefore, for America generally to know of the fundamental struggle for racial freedom which has always been so basic in Negro life, and which is best expressed by the revolutionary bit of music "Go Down Moses, Tell Old Pharaoh to Let My People Go." This expresses the continuous concern with freedom which ran through Negro communities during the darkest days of slavery.

World War I, with its cry of "We fight to save democracy," caught the imaginations of the Negro community, and again Negro women responded. The words liberty and freedom, struggle for humanity, were the catchwords.

There are a great many stalwart, older, Negro women who—from public platforms, from their positions as presidents of important schools and colleges, and through their relationships to civic and community life—sensed the fundamental menace to democracy of anti-Negro attitudes in American life long before Hitler dramatized his fantastic racial theory of Nordic supremacy. These women are too little known outside of the Negro community, but they have through the years made a fundamental contribution to the cause of freedom for Negro people and have continuously worked for democracy in practice for all people. Mrs. Mary McLeod Bethune is best known of this group, but Mary Church Terrell, Charlotte



Hawkins Brown, Nannie Burroughs, Helen Curtis, Eugenia Hope, Addie Hunton, Mary Talbert, Lorraine Green, Eva D. Bowles, and numbers of others stand shoulder to shoulder with her in the militancy of their struggle for freedom for Negroes and for Negro women specifically. For it must always be remembered that Negro women have had to battle for their disinherited men and have also faced the sex handicap, which all women face in American life.

With this sort of heritage of concern for freedom of race and freedom of Negro women, and with the deepest desire always for the freedom of their country (for Negroes are as American as any group and perhaps a little more so since no major migration has affected the Negro community for better than 70 years), it is not surprising that World War I found Negroes in a particularly responsive mood for the battle cry—"This is a war for democracy."

Negroes rallied in World War I, as they have in all historical American struggles. The *Journal of Negro Education* for the summer of 1943 discusses the role of the American Negro in World Wars I and II, and is a "must" reading for those who would understand how much Negroes have participated in America's wars. Of the nearly 400,000 Negro men called to the colors in World War I, 200,000 were sent across the seas to fight on foreign soil. Nineteen Negro women served overseas in this war. Mr. Emmett J. Scott makes this comment with regard to women and their role in World War I, "One of the outstanding highlights of World War I is the patriotic service of Negro women, who have not hesitated to shoulder every burden possible in order to promote Negro morale." It is obvious from this quotation that Negro women very early learned through their men in the armed forces that the cancer of race prejudice was hindering the full productive possibilities of Negro soldiers. Democracy was to be saved but Negroes were not sharing it.

Mrs. Helen Curtis, first Negro woman overseas in World War I, in commenting on the significance of Armistice day for her, said, "The five Negro women who helped me close the camp in France

and who worked with the Negro men who buried the American dead at Romaine, knew that the fighting had ceased but that democracy had not won. We knew because of the insults which came to us even as the firing ceased."

Following World War I, Negro women found themselves struggling for the respect of their returning veterans and working in every way to help hold families together, in spite of lower relief standards for Negroes even in many northern cities, in spite of bread lines, and all of the other agonies of a depression which affected the Negro more than any other group in America since he is always the last hired and the first fired. In New York City, for example, as high as twenty-three per cent of the relief load was Negro.

The next period which stands out in the minds of Negro women is the lend-lease period when we found ourselves expanding industries in order to aid in the material needs of the fighting forces of the democracies. America was not yet in the war when Negro women found it necessary to ally themselves actively with all of the important groups that were helping to open up job and training opportunities, as well as upgrading possibilities, for the Negro worker. Women were members of delegations from Urban Leagues and NAACP's all over America, and finally joined in the March-on-Washington Movement, which brought together—under the leadership of A. Phillip Randolph of the Brotherhood of Sleeping Car Porters, Walter White of the NAACP, and Lester Granger of the National Urban League—representation from many civic and community organizations all over the country. Women were ready to March-on-Washington in order to express to America their concern that in the midst of our expansion and in the midst of our public denouncements of Hitlerism we should be practising the same kind of philosophy at home. Out of this period of struggle, Executive Order 8802 was issued by the President. This order made it illegal for industries with war contracts and Government to discriminate against

individuals because of race, color, creed, or national origin. Thus, before America entered World War II, there was frustration running deep in Negro communities. Negro women found repeatedly that they had the handicap of color and sex in their efforts to find a place in work life, and always they fought for work opportunities for their husbands, brothers, and sweethearts.

Pearl Harbor unified much of America and Negroes went down on that famous December 8 to say, "Here am I, send me to the defense of my country." They were told, "We are not ready for you yet," and this meant to the Negro community that segregation plans had not been completed and that the dirty work was not yet outlined. The Navy was not taking Negroes at all except as messmen. Discussions were held all over Negro communities and in the press. Many Negroes felt that they should not participate in the war because of segregation. As the weeks rolled by and Selective Service began operation, a young Negro lad hawked his papers at the corner of 125th Street and Seventh Avenue and these were his words, "Buy a paper! Buy a paper! Read all about it. You're all gonna be in uniform soon. You're gonna have a chance to fight for the democracy you ain't never had. Buy a paper!" When he was challenged by a passer-by and asked whether the paper had given him his slogan, he said, "Naw. Ain't you colored? And ain't it the truth?" He was just 14.

In barrooms and grills, in beauty parlors, in churches, in meetings of professional societies, wherever Negroes congregated, there was discussion of the relationship of the Negro to the war effort. Negro women have found themselves in World War II carrying the largest share of the American war load. For in addition to all of the agonies which other American women share, they know that the uniform of the armed services and their auxiliaries cannot be counted upon as protection for their women and men. They have had to stand by and see segregated units of Negro women organized by the Army. They have had to watch the uniform of the WAVES, knowing that

Negro women are not considered good enough to relieve the men of the United States Navy. They know that it is difficult for their men in uniform to secure adequate train service, or to get a cup of coffee, or sometimes even to use a lavatory, because of American color prejudice. Then they remember that we have talked of the Four Freedoms, of the "Century of the Common Man," and of our hatred of Hitler's theory of racial superiority.

A survey of 75 requests for speakers at meetings in New York, New Jersey, and Delaware, during the last two years, shows that all but three of them were concerned with the discussion of the role of the Negro in this war. Negro women realize that since most of the men are, or will be, in the armed forces new responsibility for the home front rests on their shoulders. They are taking this responsibility seriously.

The Negro women have been during World War II ardent students of international affairs. They have suffered with India and understood fully when Gandhi and other Indian leaders said that they could not wait to discuss their freedom until after the war. Negroes understood this because of their own expectations after World War I and the frustration of not receiving the benefits which were supposedly to be expected from a democratic society for which they had fought, bled, and died. Negroes were concerned with our failure to aid China quickly enough. Negroes remembered a little, black king who at the League of Nations presented a plea for Ethiopia and found himself rejected. His speech at this session of the League of Nations is also "must" reading for Americans. Negro women have gravely watched our American State Department cooperate with the Fascist leaders of Italy who helped in the rape of Ethiopia. Black Frenchmen, Negro women understand, are an active part of the de Gaulle movement, which has had such difficulty in securing recognition from America and has only received qualified recognition belatedly from Britain. Negro women heard Winston Churchill indicate his deep concern for the British Empire as an Empire, and they remember that Africa, India, and the West

Indian Islands are involved in this empire system. They are concerned that our Good Neighbor Policy in connection with South America should find it necessary for us to have a special hotel in Miami Beach, Florida, in order that those brown good neighbors might not be humiliated by our American color line. Negro women have firsthand information of the treatment of American Negro soldiers by their own comrades in arms both here and abroad. For Negro women then, with this kind of a heritage, there is no postwar period.

There is the necessity to function as they have been through the years, utilizing every conceivable resource in the great struggle for the development of American democracy. Many Negro women have been saying in recent months that the Negro is perhaps the most significant group of people in the world at the moment. They realize that the color issue is a potent force in the world situation. They believe that brown, yellow, and black people listen to official Washington but watch to see whether America's practice toward people of color is in line with governmental pronouncements. So American Negro women have a new sense of mission. They believe that America can be a great leader for the democratic cause. They believe profoundly in the Four Freedoms, but they know that lip-service to the democratic ideal is not enough. They believe that if they can help America face her moral obligation to practise what she preaches, they may not only be helpful to the American Negro; they may not only help America assume an honest role in the world struggle; but they may also help the underground movements of the Fascist countries, as well as the people of color all over the world.

Some of the younger women who are on the firing line have made interesting comments which indicate the trend in Negro communities. Mrs. Pauline Redmond Cogg, Executive of the Washington, D. C., Urban League, said:

Women in general are in the process of becoming fuller citizens and workers. Experience in industry in this war period is teaching them the importance of full employment, of the trade union movement, of the

press and its relationship to labor. In other words, women are beginning to be "in the know." They have begun to sense the importance of consumer problems, of lobbies, and their potency in national affairs, and they are interested in the international machinery which may be set up to meet postwar problems. The Negro woman has been affected by all of these forces. She will want to belong to the community because she should belong to the community. She will expect to integrate herself into total community planning.

Mrs. Beulah Whitby, Executive Secretary of the Detroit Office of Civilian Defense, speaks from the social worker's point of view in these words:

Three special alignments must claim the complete commitment of social workers in the days just ahead. The first is with those economic and political forces by which an economy of full employment must be achieved if the economic standards of living and the general well-being of the people are to survive. The second is the task of working with interracial communities and those forces working to guarantee the survival of America as a united nation. The third is with the world community. The emergence of the United Nations Relief and Rehabilitation Administration and other interracial social work programs forecast that future.

Mrs. Jeanetta Welch Brown, Executive Secretary of the National Council of Negro Women, believes that:

The role of the Negro woman in the postwar world is immediately connected with the strategic gains made by all women in the present world situation. Sex must never again be a detriment affecting broad opportunities for women. Prejudice based on sex has no place in the present scheme of social activity—where it is accentuated by the factor of color—doubly affirmative steps must be taken to eliminate both. Thus... Negro women in the postwar world must face problems which all women face and accept the responsibilities along with all women for social and economic progress.

Olive L. Diggs, Editor of *The Bee*, a Chicago newspaper, claims that:

Negro women must expect no special privileges. They must assume



their full responsibility as citizens and struggle continuously to claim victories according to their capacity and productivity.

Mrs. Mabel K. Staupers, Executive Secretary of the National Association of Colored Graduate Nurses, recommends that:

Negro women continue to meet the challenge of helping America develop full democracy for all citizens. It is impossible for Negro women to permit their men to return from battlefields and find lack of privilege and opportunity.

Thomasina Johnson, Legislative Representative of the National Non-Partisan Council on Public Affairs, Alpha Kappa Alpha Sorority, has this to say:

The Negro woman today knows that the postwar world will be directed by Government, labor, and industry, with the military forces dominating in each group. The modern Negro woman is accepting this challenge and responsibility with the grim determination of shaping a new postwar world of first-class citizenship for all. One of the many tools which she is using in molding a new world is the passage of good legislation with adequate safeguards enforcing the democratic administration of all Government agencies and the election of public officials who will ensure these objectives in order to make America worthy of the sacrifices of Negro men, who are fighting and dying on many battlefields today.

Dr. Merze Tate, Associate Professor of History at Howard University, demonstrates the interest of Negro women in international affairs. Her scholarly book, *The Disarmament Illusion*, presented under the auspices of the Bureau of International Research of Harvard University and Radcliffe College, has received comment from important London authorities, as well as outstanding American experts. The *Annals* of November 1942, the official publication of the American Academy of Political and Social Science, has this to say of Dr. Tate's work: "In this exhaustive study by Dr. Tate, the Bureau of International Research of Harvard University and Radcliffe College has sponsored an impressive contribution to our knowledge of the



problems of world peace." Dr. Tate has made this contribution to world thinking as a woman, interested in international affairs. We are glad that she is a Negro woman, and urge that many of the problems we face can be better understood in light of her contribution.

And so for the Negro woman the postwar period has already begun. As we work to abolish segregation in the armed forces and their auxiliaries, abolish the segregation of Negro blood through orders from the Army and Navy, as we struggle for a permanent Fair Employment Practice Committee, and as we use every educational and legislative force through our work with labor, educational organizations, and community generally, we are aware that we work not just for Negro women. We are deeply conscious of our relationship to the colored peoples of the world, to the democratic underground movements struggling so hard for recognition, and to the desire we all have as Americans to see our country lead in the practice of the democratic ideal.

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## WORKING WOMEN

Margaret Willis

What will be the place of women in business and industry in the postwar world? With such a subject it is great fun to play at being a prophet when talking with a group of friends, since they are kindly people who will forget all the wrong guesses and remember the forecasts which come true. But it takes a combination of nerve and rashness to speculate on paper where the good guesses and the bad will have equal prominence.

On such a question there is only one certainty, and that is that the answer depends on many variables which at the present time cannot be weighed with any accuracy. The best that one can do is to attempt to classify and describe these variables, to chart the direction of present changes, and to indicate the possible answers. The main groups into which the variables seem to fall are those of attitudes and desires of men and women, the economic framework, and the social patterns within which they operate.

First among them is the attitude of women themselves. It is the belief of the writer that there is not the same sense of pioneering among most of the women who are now entering new fields that there was in 1917. This feminine generation has learned to take privileges and freedom for granted, and relatively few individuals have chafed against the remaining restrictions because the majority already faced more choices than they were prepared to make.

The manpower crisis has lowered bars, of course. In some cases the removal of restrictions opened up avenues for advancement that women had long coveted; in others the barriers had hardly been noticed and great persuasive powers have been needed by business and industry to recruit for the new jobs. In many businesses women have moved into executive positions never before open to them. You find them, too, in occupations once practically monopolized by men, behind the wickets in banks and railroad stations, sweeping out rail-

way cars, and even working in the railway yards. You find them operating machines in factories and running streetcars and taxies. Nearly seventeen million women are working now, against about ten and a half million in 1940. There are eight and a half times as many in machine industries as in 1939.

The attitudes of men to this invasion of their fields run the whole gamut of emotions, but beneath them all is the legal fact that wherever a woman has taken the place of a man who was drafted the job still belongs to the man if he applies for it within sixty days of being mustered out. Many other positions that women are filling are war jobs which will disappear with the end of war contracts.

In those that will continue the status of women in relation to other workers is warmly debated and variously handled. Some union leaders are working to be sure that women get equal pay for equal work, hoping by that to make sure that after the war employers do not use woman labor to break down union standards. Other union leaders resent the invasion of women and try to keep them in a subordinate position, which is all too easy, as few women have any experience in organization.

Consciously or unconsciously each individual's attitudes are colored by his notion of the economic prospects of the postwar period. Many, perhaps the majority, with the depression woven into the fundamental patterns of their being, are rather hopelessly looking forward to a "boom and bust" economy, while a growing minority are hoping and planning for stabilized prosperity at a high level of consumption and employment. Whether working women will be an asset or a menace to the role of men as breadwinners depends to a large extent upon whether our economy can provide full employment. While it is estimated that two thirds of the women now working will wish to continue, the pressures against the employment of women will be enormously multiplied by depression.

The social patterns also are in a state of flux, and it is too early to say whether the present shifts will pass with the war or whether they

will be permanent. It seems reasonably clear that the white-collar jobs for women—teaching, secretarial work, and various kinds of merchandizing jobs—were enabled to attract and hold workers at low wages because of the social respectability attached to them. When the war made it equally respectable and somewhat more profitable to make airplanes, women deserted the old occupations in droves with the present embarrassing results for schools, offices, and stores. Whether the prestige of the old occupations will be restored with the coming of peace we cannot be certain.

This will depend in part, but only in part, upon wages. Curiously enough only a few groups among the traditional women's occupations, chiefly secretaries, clerks, and nurses, have been prevented from getting wage increases by the wartime wage freeze. School teachers are exempt from the law as State employees. Most of the women in laundries, hotels, and restaurants were receiving substandard of living rates, and increases have not only been possible but in many cases have been necessary in order to permit the business to continue in operation. Those in factories have usually been paid at a lower rate than men for the same jobs, and the law permits equal pay for equal work. How much or how permanently the relative wage position of women will be improved no one can say. The possibility for some improvement is there, though there seems no chance that wage-rate discriminations will disappear.

In casting up the balance for the postwar period there are a few other factors which must be included. Until our total war casualties are known, we cannot tell how many women will be forced to continue to support themselves because they have lost their husbands or because there were not enough men for them to marry. In the postwar period we are likely to have, for the first time in the history of this Continent since the coming of the white man, a surplus of women.

The unvarnished truth at present is that girls are flocking into factory and mechanical jobs because that is where the available men

are. No one can be sure how strong that motive is or how many are influenced by it, but it is quite unrealistic to deny its existence. To the extent that there is a shortage of men after the war, it will persist as a motive.

The women with husbands and families offer a different problem. Some are working today because of economic necessity, others because it is likely to be fatal to a career to allow it to be interrupted for a period of years. Whatever the reasons the double burden is too heavy, and the fact that millions of women have carried it and that their children have grown up anyhow does not alter the basic reality that our social organization is laggard in its adaptation of the home and the role of women to the situation created by an industrialized society. A provocative statement of the problem and some proposed solutions are included in Elizabeth Hawes's recent book, *Why Women Cry*. Some other writers, including Pearl Buck, have tried to arouse American men and women to rethink the role and status of women in our country today.

When the home was the basic economic unit of society woman's functions as child-bearer, homemaker, and contributor to the economic welfare of the family constituted a heavy burden, but one that gave her a clear and undisputed function all her days. As the industrial revolution removed more and more of the basic processes in the provision of food and clothing from the home, many women went into the factories and began the double life of long factory hours and scanty home life. Women carried this heavy burden only because of economic necessity, and to men the leisure of their women became a symbol of their own economic success and social position. With the increasing demands of a "nice" home and well-cared-for children, "leisure" in the servantless home was only a relative term, anyhow, as long as children were young. But these mothers kept their youth and health, and the children outgrew the need for their care while they still had many years of productive life ahead and a great deal of energy to spend. Many became the inter-

fering mother-in-law of the stories; some turned to bridge; some to community service. Only a few found their way into the economic life of the community, partly because of their lack of training, and partly because of the social pressures of husbands and community.

Every reader will recognize the inadequacies of this picture of the problem of women, but each will be able to sketch in the exceptions and fill in the details. If women are to be fully developed adults, they need to be assured of their status in society. They have a status as females, but while few wish to reject that entirely, not many are completely satisfied with it. Few sights are more tragic than the aging woman whose only claim to status has been her ability to attract men, and who clings desperately to the fading remnants of beauty. A social organization gives satisfactory status to women if it permits them to function both as women and as adults, doing their share in the processes of the culture, economic, social, and political. It is unsatisfactory if women must choose between the roles, or may choose both only at the cost of doing a double job. By opening a wide range of employment opportunities to women from 35 to 65 the war has, temporarily at least, alleviated the problem for many individuals. Whether the bars against older workers, and especially against older women, will be raised again after the war depends to a large extent upon the general economic situation of the country.

To what extent are women themselves being changed by the war? No generation of girls and women has ever been offered such a range of experiences, many of which involve the acceptance of disciplines, industrial, union, or military, that are new to them. Will they emerge from the experience more mature, more understanding, more sensitive to social responsibilities, or will the experiences have no effect or even a negative one? For more than a generation formal schooling has been open to women on the same terms as men; now the schools of experience are open wider than ever before. But like all education, what the students take away with them depends largely upon what they put into it.



To this observer the probable sum of all the factors seems to be this: The postwar period will find more women able to meet men on an equal footing because more women have shared a comparable range of adult experiences. Some fortunate individuals will be able to cling to higher executive positions than they would have reached without the war, and in so far as they make good there, the upward climb will be made easier for the next generation. There is likely to be a rather extensive residue of increased opportunities for women in many fields, and the wages of women in the typically women's fields may not be quite as bad in the future as they have been in the past.

However, the major problem of the role of women in American life has been postponed but not solved. Women need the opportunity to be useful, participating adult citizens, leading well-rounded lives. Most of them should have husbands and homes and children, both for the good of society and for their own well-being. But also for their own well-being and for the good of the husband and the children they need status in their own right. For some, that status is satisfactory within the old patterns, but for many others the old forms are not adequate. Must we depend on wars to give to millions of women an opportunity to play a satisfying role in our society? Or can business and communities and men and women work out a peacetime pattern that will enable women to have husbands and homes and children, and still participate in the business and political life of the community if they choose?

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## CAREERS FOR WOMEN

Rosalind Cassidy

It is not easy to predict the postwar role of women in a world that must devote all of its energies to rebuilding what is left after the longest, most destructive, far-flung, and costly war of all history. It is not easy, first, because that role will vary in each country of the world. It is not easy because women's role will depend not only on the war's modifications of past concepts but on the successful solution of the problems of full production and employment. Further, it is clear that the careers open to women will depend upon the role defined for them not only in our country but in the other countries of this now "one world."

The role of women in Germany, that generation of young women who conformed to the patriotic demands of National Socialism by bearing children under the state plan, will be very different from that of the Russian woman who has taken her place among the national heroes as a defender of the gates of Stalingrad or as a sniper in the guerilla forces. The men and women of China even before the war had established a heritage for the Chinese girl students, who, along with the Chinese boys during the heartbreaking days of 1938 and 1939, trudged the long miles to re-establish their banished universities in the safety of the far interior. It is significant that Mei-ling Soong Chiang, a Chinese woman, in the memorable year of China's crucial need was acclaimed the greatest woman leader, not only in her own country but in the entire world.

None of the many "Mrs. Minivers" was invited to address the Congress of the United States, as did Madame Chiang in the spring of 1943; yet the steadfast and undramatic record of the women of Great Britain during World War II has already made implicit a change of status and a greater acceptance of women as responsible human beings free to express their aptitudes and interests where they may best do so.

No American woman, not even Eleanor Roosevelt, returning from hazardous journeys to England or Australia, has been invited to appear before the governing body of the United States of America. In the United States the war period has acclaimed no military or civilian heroes among its women; it noted only the martyred nurses of Bataan. It deplored, the while encouraging with jobs and overtime pay, the husky brawn of "Rosie, the welder" and especially her ill-fitting overalls, greasy blouse, and tin hat. It drafted its eighteen- and nineteen-year-old boys and called for more and more woman power. The dislocation of family and child life was met with Federal housing and child-care centers, but more and more women were called into the war-production program. It made women regular members of the Army, Navy, and Marines. It made them mechanics, air pilots, streetcar conductors, taxi drivers, railroad "men," night watchmen. Women with or without skill were wanted, needed, essential, and highly paid, and they liked it; and there is every reason to believe that they will continue to like it and demand it.

Granted that none of us now knows what conditions will prevail in our particular postwar United States and postwar world for either men or women, yet it is clear that some of the contours of this world are now dimly visible to most of us, some quite sharply defined to those who are dealing directly with both the economic and social problems before us now and those facing us in the job of world reconstruction. We know that the postwar role of women in our country and the areas of expression open to them will depend on their record of achievement during the war, their understanding of the postwar economic and social needs, their active planning along with men now for an acceptance of women as mature, responsible human beings, free to develop in whatever direction their abilities lead them, free along with men for humanistic and creative education leading to home and community participation and expression in life goals in their chosen, paid, or voluntary work. Therefore, in

order to see where we now are and where we are going, I have patterned my discussion around four questions:

Where are women now as a result of their part in the war?

What will be women's place in the postwar United States?

What career areas are we now sure will be open to women after the war?

What planning should women, along with men, be undertaking now in preparation for the postwar period?

To lend authority to my words I have turned to a number of statements to which full reference is given as an aid to those readers who wish to push the topic beyond this brief treatment. To three able women, whose point of view adds validity to this discussion, I particularly wish to give acknowledgment: Louise Stitt, Director of Minimum Wage, Women's Bureau, United States Department of Labor; Dr. Gertrude Laws, Director, Education for Women, Pasadena Public Schools; Anne G. Treadwell, Assistant to the Chief of the War Manpower Commission, San Francisco.

*Where are women now as a result of their part in the war?* It seems safe to state that no woman in the United States has been unaffected by this war. Those who have not moved out into paid or voluntary wartime occupations or given those close to them to military service have had the war come in to them through preparations for air raids, the discomforts of rationing, and in numberless other ways affecting daily living.

Since the beginning of our peacetime conscription of men and until very recently, the employment of women has not been discussed directly but by implication from the facts of demand for manpower in the fighting forces and in industry. Many women leaders in our country have continually called for a national registration and draft of women so that their part in the national defense would be as direct and clear-cut as that of men. This has not and very probably will not come in spite of President Roosevelt's call for a National Service Act in 1944. In any case, with or without such an

Act, the estimate is made that eighteen million women in the United states will be in wartime employment by July 1944.<sup>1</sup> And in this war-time employment there is every indication that women have delivered full measure in industry and in the military forces.

Furthermore, women have undoubtedly made a long-term contribution through their war service since their demands for safety, health, and rest provisions, long overdue for both men and women, will remain as gains after the war is over. Another significant contribution is the change in the attitude of employers toward the employment of women. All the cartoons and quips to the contrary, "Employers have discovered that women show more than average interest on the job and zeal in performing their tasks; they are dependable, stable, accurate, more attentive to detail than many men, and more proficient than men in some jobs."<sup>2</sup>

The chief economic and social results of the increased employment of women in industry are found by Miss Stitt to be: First, the economic results relating directly to production are stated as:

Increase in production made possible by the addition of millions of women to the labor force

Increase in production due to women's superior performance on certain jobs

Re-engineering of jobs to adjust them to women's strength, resulting in labor-saving and fatigue-reducing devices for all workers

Efficiency of women increased by carefully planned induction and counseling programs

Development of vocational training techniques

Furtherance of the principle that wage rates should be established for the job irrespective of sex or race

Great increase in women's opportunity to contribute according to their abilities, made possible by the vastly extended scope of women's employment during the war

<sup>1</sup> See War Manpower Commission, "Women in the War-Time Labor Market," *Report and Analysis Service*, August 30, 1943. Also see Lucy Greenbaum, "As Kaiser Sees It," *The New York Times*, October 31, 1943.

<sup>2</sup> From a recent address given by Louise Stitt on "The Effect of the War on the Vocational Experience of Women."

Secondly, the social results indirectly related to production are:

Health services materially extended by industry during the war—physical examinations, nursing, medical and hospital services

Increase in accident-prevention programs

Installation of eating facilities and the providing of well-balanced meals in industrial plants

Improvement, possibly permanent, in the working conditions of service and domestic workers due to competition of war industries

And, finally, as additional social consequences she lists:

Greatly increased appreciation of the value and importance of women's services in the home

Development of child-care agencies

Increased appreciation on the part of married women of the problems of wage-earning men and the general broadening of women's horizons

Appreciation on the part of management and workers of the social advantages of the five-day week

Prejudice against the employment of women considerably reduced

Opportunity for Negro women to demonstrate their ability to fill successfully a great variety of jobs

Increased desire for economic independence and improved living standards on the part of women<sup>3</sup>

The record of achievement of American women in the armed services and in the voluntary and civilian defense services has an equally high accomplishment report. It is said that women in our country won the franchise on the basis of their fine record of work in World War I. This lends some encouragement to the high hopes women envision for their place in the postwar world.<sup>4</sup>

However, one finds along with this growing participation of women, this increased proving of their abilities and skills, the persisting prejudices expressed in a contradictory Congress refusing to

<sup>3</sup> Louise Stitt, *op. cit.*

<sup>4</sup> Margaret Culklin Banning, *Women for Defense* (New York: Duell, Sloan and Pearce, Inc., 1942); Mary V. Robinson, "Women Workers in the War," *Monthly Labor Review*, October 1943, Bureau of Labor Statistics, United States Department of Labor; Eleanor Roosevelt, "American Women in the War," *The Reader's Digest*, October 31, 1943.

permit the women serving in the Navy to go overseas while those in Army service are already in Algiers and Italy. There is the accusation that the influence of women caused the softening of the French nation. Witness the articles after the fall of France by Somerset Maugham and Roy Helton, who claimed that America had gone soft and weak because it too was woman-dominated.<sup>8</sup> Pearl Buck in her reference to America's "gunpowder" women makes explicit her claims that women do not have equality with men in the United States—that men do not really like women nor enjoy their company. Adams in his recent book, *The American*, discusses the historical reasons for this position of women in the United States, the separation of the sexes, and the aspects of "loneliness" in the relationship of husband and wife.

For example, the American has raised women to an almost impossible eminence. She has been an American Golden Calf. In no other country does she get her own way as she does in America. The man has played second-fiddle in the home and in social life, and given the woman the leadership, to a great extent in cultural life. He yields to her in an infinite variety of ways. Even when he likes to feel he is boss in the home (although he knows he is not), he lets his wife furnish it as she wishes, regardless of his own taste, while he hands out the checks as called for. He loves her after his fashion, is proud of her, wants her to be contented and also a symbol of his own standing and success. The two real cults in America are those of the flag and of the woman.<sup>9</sup>

The Russians have long been disdainful of our parasite class of women, claiming that no country can long prosper with a whole group who demand great luxury and give nothing in return to the

<sup>8</sup> Somerset Maugham, "Novelist's Flight from France," *The Saturday Evening Post*, March 22, 1941; Roy Helton, "The Inner Threat: Our Own Softness," *Harper's Magazine*, September 1940; Pearl S. Buck, *Of Men and Women* (New York: The John Day Company, 1941); Margaret Mead, *And Keep Your Powder Dry* (New York: William Morrow and Company, 1943); Rosalind Cassidy, "Women's Education in a World at War: Ends and Means," *Progressive Education*, November 1941; Catherine Glover, "Women as Manpower," *Survey Graphic*, March 1943.

<sup>9</sup> James Truslow Adams, *The American* (New York: Charles Scribner's Sons, 1943), pp. 372-373.



social process, who even refuse to bear children into this favored economic class. American men and women together should weigh the values of keeping women in a slave caste against the values and the vigorous demands made upon mature, responsible, free human beings.

There is another factor growing up between men and women as a result of the war which has dangerous possibilities of increasing after the war; that is a new antagonism between men and women, a jealousy in relation to jobs and the achievement on the job. Many believe that this resentment will grow with the replacement of women by men; women who now know they are as good or better on the job in many cases will not give over these interests and income without a feeling of unfair discrimination.

In relation to post-war employment of women there will undoubtedly be a good deal of tension if not actual conflict. Here, too, women have an opportunity to invent or discover decent civilized ways of resolving conflicts and of bringing about an adjustment which is based upon fair, impartial consideration of the relationship between the job to be done and the person who does it, rather than upon sex considerations.<sup>7</sup>

Perhaps Thurber's devastating cartoons of the war between men and women should be looked upon as an alarming statement of this social problem in our time rather than laughingly dismissed as a comic joke.<sup>8</sup> Note the many cartoons centered on the inadequacies of women in contrast to the superiority of men as significant, since in a nation's humor lies an important key to its social standards and beliefs.

So much for the first question. *Let us now turn to the kind of post-war America and world in which we are apt to find ourselves in the next five or ten years.*

<sup>7</sup> From a statement sent to the author by Gertrude Laws, Director of Education for Women, Pasadena Public Schools.

<sup>8</sup> James Thurber, *Thurber's Men, Women and Dogs* (New York: Harcourt, Brace and Company, 1943).

The one obvious fact still not realized by many people nor the implications fully seen by those who accept the reality is that we are living now and forever after, due to the development of air transport, in a closely interdependent world. This is both a thrilling and terrifying fact, with extensive implications for economic and social life, for education, industry, in fact, for every aspect of human living.

We know that the United States is committed, no matter what political changes may come about, to an expanding program of social security. In the immediate postwar world this will extend to relief and feeding on a world scale. In our country it will mean job security and assurance of food and shelter for the men, women, and children of the United States.<sup>9</sup>

Already underway and planned to extend over a period of years is the program for the rehabilitation of the men who have suffered injury in the battles of this war.

We know that there are already devised and ready for postwar manufacture numberless products growing out of the developments in the physical and biological sciences and tested by exacting combat use.

As this article is being written, the Baruch report on postwar adjustment policies has just been released to the press. What its fate will be we do not know now. The basic question upon which so much depends for the destinies of men and women in our country is whether we can organize our full peacetime economy and production as successfully as we have organized for a total wartime investment. Hansen states:

For some time after the war there will be an excess of demand over supply for certain durable goods. In addition, there are at least three other areas in which the effective demand will be great. Inventories all around will be low, and there will be a tremendous demand, for some time, to build up these inventories. Exports—especially of agricultural products—can be relied on to remain at very high levels in view of the European

<sup>9</sup> Points stressed in an address given at Mills College, "Post-War Planning Begins Today," by Anne G. Treadwell, War Manpower Commission, San Francisco.

relief requirements. Finally, in many lines, including transportation and manufacturing industries, there will be a large demand for equipment. There will also be an extensive demand for construction. . . .<sup>10</sup>

He further predicts that after the war we will gradually move forward toward a high-consumption economy with emphasis on appropriate leisure and on cultural and recreational activities. It is essential that our increasing productivity shall permit us to progress toward an economy that lays relatively less stress on "brick and mortar" and places more emphasis on educational, cultural, recreational, and service activities, including public health, social security, and public welfare programs.<sup>11</sup>

In the conversion period following the declaration of peace and perhaps for an extended period thereafter even if general unemployment is avoided, many women will withdraw from employment voluntarily; many will be dismissed. Louise Stitt states this concerning women in the professions:

Women with professional training and experience have had unusual opportunities during the war for employment in their chosen fields. If emphasis in the post-war period is to be placed on the providing and consuming of services, the demand for professionally trained workers should continue. The extent to which women will be employed in the professions in the future will depend to a considerable degree on the satisfaction which they have given during the war period. It is safe to predict that many women who have performed with outstanding success will be retained in spite of male competition. The success of such women will increase the opportunities for employment of others.<sup>12</sup>

With these visible contours of the postwar world before us, let us ask the third question: *What career areas are we now sure will be open to women after the war?*

<sup>10</sup> Alvin H. Hansen, "Wanted: Ten Million Jobs," *The Atlantic Monthly*, September 1943, p. 65; Elinore M. Herrick, "What About Women After the War?" *The New York Times Magazine*, September 5, 1943; "A Survey of Baruch's Proposals," *San Francisco Chronicle*, February 19, 1944.

<sup>11</sup> Alvin H. Hansen, *op. cit.*, p. 68.

<sup>12</sup> Louise Stitt, *op. cit.*

If the world is now and forever after to be an interdependent unit, and if transportation is to be greatly facilitated, there are probably new and important careers for women to be devised in the area of human relationships through exchange posts in other countries and conferences and forums with our world neighbors in education, public health, child care, and the arts. Certainly this reality means that in all career areas languages, history of cultures, anthropology, and social psychology must play a much greater part. Basic English and a poorly remembered American and English history will not be enough. There will be careers for women in the field of adult education, now moving toward a predicted development never before dreamed of in our country.

It is clear, then, that if we live now and are to continue to live in an interdependent world, all people must be educated in the understandings and skills which make men more able to behave in cooperative ways. All teachers and social workers must be skilled in such understandings and competences. All adults, all parents must be helped through adult education to grow in such beliefs and behaviors, so that they who have not been so educated may grow in the ways demanded by today's world. The imperative fact of "co-operate or perish" demonstrated so clearly in a wartime operation like the landing of American forces in Africa in November, 1942, must remain an imperative in war and peace education, in civilian action and in peacetime economic and social planning.<sup>38</sup>

The need for developing the skills of responsible, cooperative behavior will have its impact on education and on the recreational and group-work fields in which women will continue to find rewarding expression. This should be a challenging field for creative thinking toward new patterns in recreation growing out of war experiences and war needs. Lindeman has stated that a new creative pattern in this area must be devised to allow those to relax who have been through the war's untold tensions and destructive experiences.

This indication of woman's contribution in the area of human

<sup>38</sup> Bernice Baxter and Rosalind Cassidy, *Group Experience—the Democratic Way* (New York: Harper and Brothers, 1943), pp. 151-152.

relations seems to emphasize the fact that the greatest career for women in the postwar world remains that of homemaker, responsible for the bearing of healthy, able children educated by her into the beliefs and skills of cooperative responsible behavior.

Careers in the out-of-home care and education of young children, in social work, in nursing, and public health will be further developed and extended in new ways with growing demands for human services.

Careers in the work of veterans' rehabilitation, centering around psychology, psychiatry, occupational and physical therapy, social work, and administration, will open opportunities to many women.

Stitt states that in war industries which now employ women engineers, physicists, chemists, and laboratory technicians, such as aircraft, ordnance, shipbuilding, scientific instruments, explosives, parachutes, even though the activities of these industries will be materially reduced after the war, more professional women doubtless will be employed by them in the postwar period than were employed before the war.

She states that the industries that may continue after the war to offer positions to women engineers, physicists, chemists, and laboratory technicians are: paper and pulp (chemists, testers, research helpers); oil refineries (chemists to develop new products); food plants (testing chemists and nutritionists experimenting with dehydration and nutritive values); drug companies (research workers in biological laboratories); rubber plants (chemists in the further development of synthetic rubber); and the like.

One of the industries that probably will increase after the war is in the area of construction. Women will find the professions of architecture, landscape gardening, interior decorating, housing administration open to them.

Jobs in industry requiring college but not scientific training which may or may not remain open to women after the war are in the field of personnel and employee relations positions and professional work

in the service fields. There should be opportunities for women in occupations relating to health such as: medical research, industrial hygiene, sanitation work, infection control, dental hygiene, physiotherapy aides. Women should be needed in the psychological services such as: industrial psychiatry serving in the selection, classification, and placement of workers, in devising and giving aptitude and performance tests, and in job analysis. Psychologists will be needed in the re-education and readjustment of wounded soldiers in general, vocational rehabilitation, and in vocational rehabilitation and occupational guidance. Certainly the field of child-care services will expand further for women, demanding persons trained in nursery-kindergarten education, child psychology, physical and mental hygiene, parent education, nutrition, recreation, social service. In the field of nutrition there will be need for research in group feeding, feeding in industrial plants, commercial experiments to determine nutritive value of foods, services to housewives by private and public community agencies, and nutrition in the postwar reconstruction program in foreign service. This is a field in which women already have established leadership.<sup>14</sup>

Finally, what planning should women now, along with understanding men, be undertaking in the preparation for the postwar period ahead? Women in labor and industry and various professional associations of university women should now be planning along with the men's groups for postwar full employment. They should be the ones responsible for understanding and interpreting women's needs as partners in the solution of our social problems.

Opportunities properly carry responsibilities with them. Women have an opportunity at the present time that has never been available to them before to participate in forming public policies, and in the discovery or invention of appropriate ways to carry policies into effect. Women must preserve the distinguishing excellencies of their own ways of living instead of taking on the ways of men. Only by doing so will the quality

<sup>14</sup> Louise Stitt, *op. cit.* Also see Institute of Women's Professional Relations, Connecticut College, New Haven, Conn., *War and Post-War Demands for Trained Personnel*, 1943.



of life be enriched by the participation of women in the solution of the complex problems that must be solved. Each woman has a special obligation to see that her total program of action reflects credit not only upon herself but also contributes to general confidence in the value of the thinking of women in large affairs as well as in the details of domestic life. There is real adventure in the creation and maintenance of a better life for all people.<sup>15</sup>

Since more women than ever before have shared in the work experiences of men, this may be the crucial and strategic moment for an establishment of comradeship and a recognition of the woman as an equal human being with the right to work out the best contribution she can make to our society in the way uniquely hers. Women should be planning and working in the areas of human relationships, and their work must be valiant and thorough or their values will again be destroyed in another and more horrible world conflict. Women should be active in the field of education, not only in the areas of democratic principles and skills in cooperative responsibility but in the education of men and women for each other so that they may plan out a peaceful world together.

... happiness for men and women is in the greatest freedom for both that is consistent with equal opportunity. Freedom without opportunity is meaningless.

Free men and free women, working on equal terms together in all the processes of life—and what is this but democracy? For in our preoccupation with nations and peoples and races, let us remember again that there is a division still more basic than these in human society. It is the division of humanity into men and women. Men and women against each other, destroy all other unity in life. But when they are for each other, when they work together, the fundamental harmony exists, the foundation upon which may be built all that they desire.<sup>16</sup>

<sup>15</sup> Gertrude Laws, *op. cit.*

<sup>16</sup> Pearl S. Buck, *Of Men and Women* (New York: John Day Company, 1941), pp. 202-203.

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## WOMEN IN MEDICINE

Zuleika Yarrell

The First World War did much to advance women in medicine and we will find that the Second World War will have done much more. At present a woman who wishes to enter medicine is accepted in open competition with men in all but a few medical colleges. After completion of her medical training she is able to obtain an internship in most hospitals. Due to the present war women internes are sought even in hospitals which formerly would not accept them. Because of the unusual war conditions women have an ideal opportunity to prove their ability. The progress of women in medicine has always been gradual as it has been in the other professions which have always been thought of as being limited to men; however, unlike the other professions, the scientific advances in medicine produced by the war will offer almost limitless possibilities for doctors in the postwar world. Because of this advancement women as well as men will be materially benefited.

There has been some discussion about the reasons so few women have received commissions in the armed services. It is worth noting that it was not until April 1943 that the Sparkman-Johnson Bill, which enabled women to apply for commissions, was passed by Congress. It was some months later before the eligibility requirements and the opportunities available were outlined. However, the opportunities for women in the armed services are still not on an equal basis with men; for example, it is not permitted for women in the Navy to have overseas duty. Had the status of women been the same as men at the time war was declared there is no doubt but that many women would be found in active service now. But because the status was not the same at the onset of war, during the two years we have been at war women have entered essential civilian services which they are reluctant to leave for the limited opportunities the armed services still offer.

The field of medicine in the postwar world will afford new openings for the woman physician and the possibilities for advancement will depend upon her interest and potentialities. There will be little if any feelings in most communities against the woman in private practice. Except for one or two of the specialties the woman physician will find the same acceptance by the community as her male colleague. To counterbalance these situations there are such specialties as pediatrics and gynecology where the woman will have an added advantage.

Women have had good opportunities in medical institutions, business institutions, and the public and private schools, and will continue to have the same and, it is hoped, even better openings after the war. In institutions in which the personnel is determined by civil service women physicians have for some time been on equal footing with men.

Industrial plants, which during the war have employed women workers, have employed women physicians for their health and personnel services. After the war many of these plants will change their employment policies and employ only men. It is quite likely that the health and personnel services will revert to a male physician. However, if women are fully accepted in the armed services during this war period, we may look forward to the same acceptance in industry after the war.

A great field for women in medicine in the postwar world will be in public health in its various aspects. Women have already established themselves in this branch of medicine and when plans for postwar rehabilitation and reconstruction are studied the enormity of the public-health responsibility in the future leaves no doubt of the limitless opportunities for medicine.

There has been a recognized acceptance of maternal and child health services in the past few years, but we are made painfully aware of the inadequacy of this program by the reports of the Medical Division of the Selective Service. These reports show that a great

number of men are rejected from the armed services because of defects due to poor care in infancy and childhood. With the great advances being made by war medicine it is hoped that after the war more emphasis will be placed on prevention of both mental and physical ills than has been emphasized in the past.

Women have made a place for themselves in the research fields in most of the sciences. Research in medical fields both now and particularly in the postwar world reveals wide horizons for future study. When the vast experiments and findings of the Army are made available to the general public, medical research will be further stimulated and there will be a demand for trained personnel. Women have shown particular aptitude for research work and will continue to make advances. In the postwar world much can be gained in time and knowledge if there is some form of international cooperation in research problems. Such cooperation will of course depend on the peace terms and the participation of both major and minor nations and can only be a subject for speculation at this time.

Much of our understanding and treatment of mental illness dates from the First World War. Our understanding of the relationship between the early life patterns of the individual and his reaction to the war situation dates from researches done in connection with psychiatric casualties of the last war. Further advances have been made in this present war. The need for psychiatric understanding and treatment can be realized when it is recalled that a great percentage of men are rejected because of psychiatric problems. Also many men are being discharged from the armed services both before and after combat because of mental conditions which make them unfit for duty. Although many of these men are being cared for in veterans' hospitals many are also in the community and are treated in civil hospitals or by civilian doctors. In the hospitals and in private practice the women psychiatrists have the same opportunities as men.

There has been much written about the treatment of psychiatric casualties near the scene of battle. This is immediate treatment and

has proved effective in a much larger percentage of cases than treatment given after casualties are removed from the front line to a base hospital. In those cases requiring prolonged treatment far from the battlefield, the practising physician will frequently be called upon to provide this treatment.

It is already evident that there will not be enough well-trained psychiatrists available in the next few years to treat the number of people individually who need therapy. It has been demonstrated by work already done that treatment can be successful in selected groups. Group therapy has been used in treatment of children, adolescents, and adults with success and promises a means of treating a large number of people for whom psychiatry would otherwise not be available. Some work has already been started with selected groups of war casualties.

Like public health, mental hygiene finds its place in the postwar plans for rehabilitation. The mental-hygiene movement was started in 1909 by Clifford Beers and has been growing rapidly since then. The war has demonstrated the present need and inadequacy of this service and the postwar period will show an even greater future need for it. There will be much need for mental-hygiene work both in this country and in Europe at the end of the war. The Army is recognizing the importance of mental-hygiene clinics and has established them in training centers. Many problems of the soldier can be discussed and treated there resulting in adjustments being made which would enable the soldier to continue in the line of duty. So successful have these clinics been that many soldiers have avoided serious breakdowns.

The field of psychosomatic medicine which has recently come into prominence offers great opportunities for study of the relationship between physical and mental symptomatology and it is through this approach to illness that the individual as a whole can best be studied and treated. The psychosomatic problems in this war are so numerous that it has been referred to as a psychosomatic war. It is to

be hoped that this means of therapy will bridge the gap between medical and psychiatric practice and that it will give the medical practitioner an understanding of the importance of the emotional component of illness. Armed with this understanding the physician can treat many patients without the necessity of referring them to a trained psychiatrist.

Many articles have been written suggesting a means of making adequate medical care available to more people. Under our present economic system good medical care has been available to the economically fortunate and to the indigent. Various health and insurance plans have been established which give to the middle income group limited medical service. Many of these plans have proved successful but reach only a small proportion of the people for whom they were intended. Some of these plans have been worked out by industry and others by business organizations, fraternal orders, and trade unions. The United States Public Health Survey of 1935 showed very clearly the lack of medical facilities for a large part of the population. Because of this survey and other studies and the problems involved among the returning men of the armed services, the Wagner-Murray-Dingell bill was drawn up and is now before Congress. This bill has under consideration health programs, health insurance, and other welfare projects which it is hoped may make medical facilities available to all income groups. The medical profession as a whole has come out strongly against this bill because it is felt that passage of it will result in what they term "State" or "socialized medicine." The main criticisms of this bill have been that it invests too much power in the Surgeon General and that it takes away the right of the individual to choose his own doctor. The medical profession feels that medical groups or community enterprises can meet medical needs and that it is not necessary to have Federal legislation of such sweeping scope.

Great Britain several years ago legislated for health insurances. This legislation was fought bitterly by the medical profession. After



the bill was passed and put into practice the medical profession acknowledged its advantages, both because the physician practising in a poor community was guaranteed a livelihood, and also because general medicine as well as the specialties were available to more people. As a result of this program the general health level of the British people has improved. The British law, however, is more flexible than the Wagner-Murray-Dingell bill and is considered a better constructed piece of legislation.

In summary, it can be said that the position of women in medicine in the postwar world will be a secure one. There is a great future for them in private practice, in institutions, in public health, in mental hygiene, and in research. There is an established need for general legislation or an over-all plan that will make medical facilities available to the great group of people who are now without them. There the role of the woman physician need be no different from that of her male colleague.

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## WOMEN IN LAW

Florence E. Allen

The outlook for women lawyers in the United States after the war is ended will depend upon two factors. The first is the extent to which the legal profession may have been partly eliminated by the onslaught of the administrative process. For instance, a distinguished professor of the Harvard Law School has lately expressed the view that the administrative process may displace contract law in general. If the field of contract law is eliminated, a number of lawyers who make their living out of contracts will also be eliminated. It is not my function to advocate any particular solution of this problem. I refer those who are interested to recent discussions by Roscoe Pound, Dean Emeritus of the Harvard Law School, and Dean Landis, of the Harvard Law School. Obviously, however, if the development of the administrative function makes great inroads on the practice of law, women lawyers will be affected just as men.

The second element is more evident and possibly no less threatening. It arises out of the postwar economic situation. If an acute depression follows the conclusion of hostilities, the women lawyers will inevitably lose ground. If it is a time of great business activity and prosperity growing out of the demand after the war for all of the industrial products which America can so efficiently supply, the woman lawyer will tend to hold her own.

Around 1930 there were some one thousand women practising law in the United States. In 1940 there were 4,187 women practising law, and if the census were taken today, a still more marked increase would be shown. In the law schools, where the classes are sadly depleted by the induction of men into the armed forces, women today at times predominate, and they are entering the law schools in ever greater numbers.

Some of the younger women now practising have had the advantage of securing positions in offices which never before were open to

women. This is true in New York and in New England, where women have formerly found it difficult to secure office positions. They have been enabled to enter well-established firms with large practices. A number of these women have attained positions in the various governmental legal staffs, and have rendered an excellent account of themselves not only in the Bureau of Internal Revenue, but in the newer bureaus like the National Labor Relations Board. In recent years women have also been appointed assistant county prosecutors or assistant district attorneys. The election of women to legal office, prosecutor, and judge in various State courts, municipal, probate, and courts of general jurisdiction, seems not to have been particularly extended, although a number of women judges have won repeated terms by re-election.

The women who do legal work in the governmental bureaus have had a fascinating service. In some instances they entered the administrative staff when the bureaus were in the formative stage and have not only witnessed but have taken part in the shaping of policies. They have lived in Washington during the thrilling although hysterical period of the war effort, and are storing up unforgettable experience. If the good times continue their good luck will continue; but if a bread line forms and 1932 repeats itself in ways probably even more drastic, some of these women unfortunately will feel the axe. They will face the natural and legitimate determination of the community to return to his place in the peacetime world every qualified man who has taken an active part in the fighting and on the battle fronts. After the First World War this determination manifested itself in certain legislative enactments designed to advance in civil-service requirements any World War veteran. Many women, some of them lawyers, lost economic ground because of this feeling in the years from 1918 on.

The present war is more far-flung than the last, involving literally the entire world. The repercussions will be infinitely greater than they were after the First World War, if panic follows the conclusion

of peace. Over three times the number of men are now attached to the armed forces than were so attached in 1918. The competition for jobs in the event of a depression will be that much keener. If the financial situation is catastrophic, Government appropriations in the various bureaus may be cut and vast numbers of Federal jobs may be eliminated. In any case, the pressure upon Government will be so great that some women will inevitably be cut off. Sad to say, some of these women with Government experience will go out into private practice with only a specialized experience and, except in unusual cases, in the midst of depression will be unable to build up a circle of clients to cushion their fall. Their intelligence and devotion will not protect them.

There will be very little safety for professional women after the war in case of financial collapse, except in the possession of their own circle of patronage. Some clients of the woman lawyer, some patients of the woman doctor, will fall away in depression times; but if the lawyer or doctor has been capable, not all patronage will be lost. The woman who by hard work, business judgment, and integrity has built herself a bulwark of friendship and confidence—if she is a woman to whom the community looks for professional help—will have built her house upon the rock. When the floods descend and the storm beats upon her house, it will stand.

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## BOOK REVIEWS

*Educational Psychology*, by ARTHUR I. GATES, ARTHUR T. JERSILD, T. R. McCONNELL, and ROBERT C. CHALLMAN. New York: The Macmillan Company, 1942, 805 pages.

This textbook is a complete revision and rewriting of Gates's *Psychology for Students of Education*, which appeared more than a decade ago. The present volume is especially planned to be of usefulness to students of education and members of the teaching profession. It presents a wealth of material. The data are based on numerous scientific studies in the field. The table of contents includes: understanding of child development and of learning processes; methods of guiding and stimulating learning and development; analysis and measurement of intelligence; aptitudes; abilities and disabilities; and standards and safeguards of mental health.

The volume is authoritative in that it is written by leaders in the field. Although four authors have contributed, it is an unusually well-integrated volume.

*Manual for Analyzing and Selecting Textbooks*, by JOHN ADDISON CLEMENT. Champaign, Illinois: The Garrard Press, 1942, 119 pages.

This is a work that is functional or nothing. It makes no attempt to improve either the soul or society. Instead it offers a blueprint, a formula, indeed a definite score sheet by which textbooks may be appraised and compared as a basis for adoption. No claims for objectivity are made: the plan depends on the subjective judgments of the adoption committee, but the distinctive value of the manual lies in the provision of bases of comparability. When one thinks of the hasty decisions which have gone into textbook adoption in some cases, of the laborious arguments through which committees have dragged, in others, if one credits even a modicum of the stories which have been told of the less respectable means by which publishers' salesmen have secured city and State adoptions, this reviewer can only conclude with a sincere hope that this manual and its score-sheet technique will be widely received and used.

*The Modern High School Curriculum*, by PAUL E. and NATALIA M. BELTING. Champaign, Illinois: The Garrard Press, 1942, 276 pages.

It is a little difficult to determine what audience the authors of this book had in mind. Except for an introductory chapter dealing in a rather superficial way with underlying principles, and a final chapter labeled summary and integration, the organization of the book follows strict departmentalized or subject-field lines. The teacher or professor of a special methods class would find four fifths of the material of only academic interest, while the teacher of general methods would not find enough concern for general principles to make the book useful. The curriculum specialist might be interested in it as a sample of typical thinking and would note the advances which had been made in accepting and applying psychological advances; at the same time, he would mark with dismay evidences of internal contradictions, such as the theoretical distrust of memorized generalizations, in one place, with the recommendation of a course in world history in another. Withal, the book is practical, is amply supplied with illustrative specific material, gathered wholly from Illinois schools, and may have a useful place on the reference shelf.

*Evaluating Rural Housing*, by CHARLES I. MOSIER. Gainesville, Florida: University of Florida, 1942, 88 pages.

This pamphlet may best be described as a detailed note on statistical method as applied to sociological research. It is an interesting and valuable venture and will be appreciated by sociologists interested in statistical techniques. The author has attempted to give precision to the concept of housing adequacy by the use of a lengthy questionnaire covering both the physical structure of the house and the attitudes of the occupants on adequacy. Care was taken to ensure maximum objectivity and elaborate techniques were employed to render the results meaningful. Advanced students with a knowledge of statistics will benefit by this study.

*Mental Hygiene in Home and School Life*, by LESTER D. and ALICE CROW. New York: McGraw-Hill Book Company, 1942, 457 pages.

The authors of this very readable text have presented a practical and challenging consideration of the principles of hygienic life adjustment

for those responsible for the education and guidance of young people. It is a manual for teachers who believe that the learner's social adjustment is the first important purpose of education. Emphasis is placed on normal, rather than abnormal, patterns of behavior.

The approach is different from that common to most texts in the field in that it offers a unified treatment of the average person's daily experiences in the process of his personality adjustments.

Since personality develops through the interaction of the social forces at work in a democracy, the authors hold that the integration of the individual's personality becomes a social responsibility. Society can progress toward desirable goals only when its members learn to work in harmony rather than to capitalize on the weaknesses of other individuals within the group. Thus the existing culture pattern is advanced and greater opportunities are made available for use in an improved society.

Questions of curriculum, administration, guidance, and supervision are sharply defined in this book. Well-chosen illustrations clarify problems which have long been controversial.

Here is a text dealing with the fundamentals of the profession.

*As the Twig Is Bent*, by RICHARD WELLING. New York: G. P. Putnam's Sons, 1942, xiv + 295 pages.

This is the autobiography of Richard Welling, veteran reformer and founder of the National Self Government Committee. It tells the life story of a man thoroughly persuaded of the importance of the democratic way of life who has long been convinced that education in a democracy should be directed toward bending the twig of youth in the direction of democratic participation in public affairs. The autobiography takes the form of the chatty memoirs of an alert octogenarian.

*Terminology and Definitions of Speech Defects*, by MARDEL OGILVIE. Teachers College, Columbia University Contributions to Education, No. 859. New York: Bureau of Publications, Teachers College, Columbia University, 1942, 300 pages.

As there are now approximately seven hundred terms to indicate speech defects, and not all of these terms are available in any one compilation, this volume fills a marked need. In it the author has attempted to clarify all the complicated terminology of speech defects. She has used

medical, psychological, and educational literature as sources of terms. Her findings are summarized in a systematic way in which symptomatology and etiology are indicated in each defect. This compilation, which contains an excellent bibliography, is more elaborate than any of which this reviewer knows. It should prove of great value, not only to speech teachers, but also to doctors, psychologists, and others interested in the technical and sometimes confusing terminology of speech defects.

*The Psychology of Persuasive Speech*, by ROBERT T. OLIVER. New York: Longmans, Green and Company, 1942, 389 pages.

This volume, as its title implies, deals with the psychology of speech in situations where persuasive speech is needed. The book deals especially with self-interest and social consciousness as basic factors to be considered in situations such as addressing an audience, conducting a debate, taking part in a discussion, conversing with friends or prospective customers. The author presents his material convincingly and with a number of practical suggestions. The book has an excellent bibliography.

*Do You Know Labor?* by JAMES MYERS. New York: The John Day Company, 1942, xiii + 240 pages.

This little book, written especially for the layman, is an excellent guide to the understanding of labor relations. The author is industrial secretary of the Federal Council of the Churches of Christ in America. Previous to this position he has served as personnel director in a factory. With this background he brings to this revision of his earlier work a vast amount of data and a depth of understanding that is a refreshing contrast to the howling propaganda of the modern press. Educators should be particularly interested in the emphasis which the author places upon the long road that labor has traveled, and the need of further education of the rank and file to make themselves not only good members of unions, but good citizens as well. His book is informative, enlightening, and wholesome. It is a healthy antidote to the labor-baiting and labor-agitating crowds, both of whom constitute a constant menace to democracy.

*The Torch of Freedom*, edited by EMIL LUDVIG and HENRY B. KRANZ. New York: Farrar and Rhinehart, Inc., 1943, 426 pages.

Here is a book with an unusual idea: the tremendous impact of exile upon the lives of men who refused to let an adverse fact defeat them. The

editors have selected twenty exiles of history, and the biographical sketch of each has been written in every instance by an author of recognized literary ability, wherever possible a compatriot of the figure delineated.

The editors point out in the preface that not every exile is worthy of inclusion, no matter how important he was to his time. Only those who continued to fight for freedom after they were driven from their native land were selected, and it is interesting to note how these authors are able to build the theme that the adversity of exile can be a cause for growth.

Obviously, when twenty authors make a book, the quality is apt to be very uneven; that is the case with this one. It is further a little unfortunate that they chose to arrange the biographical sketches in an order dictated by the chronology of the lives of the men selected. Thus, the initial chapter deals with Ovid, and Lion Feuchtwanger's best efforts are not enough to make this a strong chapter. In this reviewer's opinion, the treatments of Kossuth by Hans Habe, Carl Schurz by Ludvig, and Sun Yat-Sen by Kranz are the best of the lot.

*The Discipline of Practical Judgment in a Democratic Society*, Yearbook Number XXVIII, National Society of College Teachers of Education, 1942. Chicago: The University of Chicago Press, 1942.

The authors believe educators and other leaders of society, who must make practical judgments, have no adequate rationale, no method (such as the scientist and the technologist can resort to) for assured effectiveness. "Practical judgments" (as contrasted with those of pure or theoretical science) are involved whenever a decision is made, a policy formed, or a basic norm of conduct formulated. The authors endeavor to show how to decide on the right ends, to interpret the facts correctly, and to fuse the ideal and facts in practice, but do not claim to have perfected the method. They are largely influenced by Dewey but are not mere disciples.

*The Function of a University in a Modern Community*. Foreword by A. L. GOODHART. Oxford, England: Basil Blackwell, 1943, 57 pages. (Agent for the United States: William Salloch, 334 East 17th Street, New York 3, N. Y.)

This pamphlet reproduces the addresses given at a conference of the Association of University Professors and Lecturers of the Allied Coun-

tries held at the Royal Institution, London, on April 10, 1943. The conference was concerned with two subjects: the function of a university in a modern community, and methods of practical cooperation between allied universities in the future.

Many of the speakers emphasized the great importance of the future social role of the university, both in preparing useful members for the national life, and in acting as an interpreter of the social life and needs of the nation. There was considerable discussion of the relation between the state and the universities, particularly in relation to the matter of academic freedom. The necessity for international intellectual cooperation was stressed by many of the speakers. An international education office was recommended as a means of furthering intellectual cooperation. International exchange of teachers and scholars was recommended to take place on a scale never before approximated.

*Current American Government*, by L. VAUGHAN HOWARD and HUGH A. BONE. New York: D. Appleton-Century Company, 1943, 357 pages.

This book gives an excellent, detailed account of the functioning of American government in the present war. All the multitudinous governmental boards, bureaus, agencies, and offices for dealing with the complicated management of total war are described. Some are traced from their inception in the last World War. Careful consideration is given the relationship of the various basic components of wartime government to each other—civil and military, federal and local, presidency and legislature.

The book is scholarly, factual, objective. It is not intended as a text for a general course in government, but only as a supplement dealing solely with the war.

*Reading Spanish. A Graded Reader for Beginners*, by CORA CARROLL SCANLON and GEORGE E. VANDER BEKE. Milwaukee: The Bruce Publishing Company, 1943, vi + 432 pages.

This reading book in Spanish is designed for students who have completed ten weeks of Spanish grammar. The two stories comprising the volume—*Amalia* by José Marmol and *José* by Armando Palacio Valdes



—have been carefully graded in accordance with the latest findings of the American and Canadian Committees on Modern Languages of the Council on Modern Languages.

*Foremanship Training*, compiled and edited by RICHARD B. STARR.  
New York: Prentice-Hall, Inc., 1943, viii + 191 pages.

Manpower is, without a doubt, the principal factor upon which war production in American industry depends today. And in the integration of men, machines, and materials, it is the supervisor who is the keyman. It is the responsibility of the foreman to see that the plans of management are carried out, and that the workers under his direction actually make the products or their component parts. It is the supervisor, or foreman, who actually gets the work done.

The vast expansion of industrial activity has resulted in the creation of thousands of new foremen and millions of new leadmen. The demands of the armed services have transferred many experienced supervisors and skilled workers from the factories to the fighting fronts. In the present volume, *Foremanship Training*, Captain Starr has compiled a series of conferences on some of the most pressing problems that confront the foreman. The men who prepared the material for the book were all members of the original instructional force which, under the Engineering Defense Training Program, began in 1940 to prepare Chicago industries for war production. The book will be extremely valuable for foremen and for vocational industrial educators.

*The Uses of Reason*, by ARTHUR E. MURPHY. New York: The Macmillan Company, 1943, vii + 346 pages.

A study of the uses of reason, particularly in moral and social life. Reason is our count of final appeal not on a metaphysical but on a human basis. Reason, in experience, is able to discriminate between claims that are just and reasonable, and those that are not, and there is no hope for such discrimination on any other basis. Rational inquiry gains its authority through evidence acquired in experience and verified in open application. Irrational philosophy demands that its own present view be accepted as final without further examination in the broad daylight of human judgment. Nazism is a notable example, but irrationalism is observable in the writings of men like Sorokin and, ironically, in those of

Monsignor Sheen who make a fetish of "reason" itself. Murphy defends these views through both philosophical and practical analyses.

*A First Course in Education*, by WARD G. REEDER. New York: The Macmillan Company, 1943 (revised; first edition, 1937), ix + 656 pages.

Part I: a sketch of landmarks proving America's historic faith in education, followed by a discussion (admittedly colored by the views of the author's colleague at Ohio State, Boyd Bode) of the philosophy and aims of democracy's schools. Part II: organization and administration, policies, parts of the school system, school plants, costs and means of support. Part III: the pupils and the educative process, including individual differences, learning and teaching methods, guidance, classification, health. Part IV: the materials of instruction (curricular, extracurricular, textbook, library). Part V: education as a profession (opportunities, requirements, in-service education, public relations, ethics). Part VI: methods of studying educational problems.

*The Making of Modern Britain*, by JOHN BARTLET BREBNER and ALLAN NEVINS. New York: W. W. Norton and Company, 1943, 243 pages.

Out of the war and the prospects of peace has come a need to understand better and to develop a sympathy for our allies, particularly Great Britain. This short history of England is a contribution to that purpose, admittedly so. The first of its ten chapters is written by Nevins, the others by Brebner. If the reader can only skip the first chapter, or somehow survive it, he will find this a readable, balanced book. That first chapter, however, is such insipid "goo"—such a panegyric extolling all of the virtues of the British, that one could not be blamed for abandoning the book after the first ten pages.

Chapters II to X, by Brebner, present a survey of British history in chronological arrangement; his care to present failures and shortcomings along with achievements serves to justify the term "history" for the book, and this reader finished it with no loss of his appreciation of the inherent quality of the British people.

If it is desirable to develop in Americans an increased appreciation of

Great Britain, and books form one of the channels for this accomplishment; this book makes its contribution to that purpose, but when will we see American history, particularly of the period 1763-1865, rewritten and reinterpreted?

*Postwar Economic Problems*, edited by SEYMOUR E. HARRIS. New York: McGraw-Hill Book Company, Inc., 1943, 417 pages.

This challenging volume presents the points of view of twenty-three capable individuals, each a specialist in his field, relative to some of the most pressing of the many economic problems that our society must face in the postwar period. The subjects covered are grouped under the following heads: The Issue of Full Employment, The State of Capitalism, Statistical Information and Economic Policy, Fiscal and Related Problems, Labor and Social Security, Agriculture and Related Problems, International Economic Relations, and Postwar Controls. The editor of the volume, Seymour E. Harris, was at the time the volume was published on leave from Harvard University, and serving as Director of Office of Export-Import Price Control, OPA.

This book will not make pleasant reading for many readers. But the authors probably did not anticipate that it would. For example, the authors are not disturbed over a prospective continued rise in the public debt, even after the end of the war. They brand as alarmists those who now cry "wolf" at the prospect of a public debt of 200 billion dollars. It is their contention that we should assess the rising public debt in terms of the economy which must support it. They insist that we must make our plans in terms of an ever increasing national income. They propose that within the next half dozen years we may witness many national incomes of not much less than 120 billion dollars annually. Their formula for producing and maintaining such a national income is "stimulative deficit spending."

The author of the chapter on Postwar Public Debt indulged in a gross understatement when he wrote: "It may be a shock to many to learn that a public debt of \$4,000 billion *may* be carried by the economy without a collapse of the capitalist system, a repudiation of the debt, or a great inflation." This reviewer does not hesitate to say that it *is* a shock to him. To the writer of the chapter, however, it is all most simple and even reasonable. He assumes a national income of 200 billion dollars in 50 to 60 years plus 80 billion dollars of interest on a public debt of 4,000 billion

dollars at a rate of interest of 2 per cent. He says: "These are not unreasonable assumptions." The total tax bill would then come to 80 billion dollars plus an estimated 35 billion dollars for nondebt purposes. But, he argues, since 80 billion dollars will be for servicing of debt, the real burden is considerably less than is indicated by that figure. It works out for him so that we would actually have 170 billion dollars of income free of public charges. He adds: "We may even be so optimistic as to suggest that the accumulation of debt may contribute to the attainment of the high income assumed in this discussion."

Like this book or not, agree with it or not, there is in it much that must challenge the reader. In the main, the problems dealt with are those that we as American citizens must face. In the chapter on Price Control After the War, there appears this significant statement: "A system of private enterprise is *economically* preferable to one of public ownership only if over the years it produces more for less.... Yet, a combination of private 'ownership' with a public control so pervasive that the key elements in business decisions are in public rather than private hands may well create a situation in which we have the evils of both systems with the advantages of neither."

Perhaps the principal impact of this book on this reviewer was in the form of a conviction that we, the American people, need to be much more literate, economically, socially, and politically, than we are if we are to solve successfully our problems of postwar adjustment.

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